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NOTE

From: Presidency
To: Permanent Representatives Committee/Council
Subject: Proposal for a COUNCIL RECOMMENDATION on a reinforced Quality Framework for Traineeships and replacing the Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships
- *Progress report*

I. INTRODUCTION

On 20 March 2024, the Commission adopted a proposal for a Council Recommendation on a reinforced Quality Framework for Traineeships¹. The initiative aims to replace the 2014 Council Recommendation on a Quality Framework for Traineeships and to improve the quality of traineeships, in particular as regards learning and training content and working conditions, in order to ease the transition from education, unemployment or inactivity to work. The Recommendation includes provisions on fair remuneration, access to adequate

¹ 2024/0069 (NLE)

social protection, mentorship, equal access for individuals from diverse backgrounds, and the possibility of hybrid and remote working arrangements. The proposal was published as a package together with the proposal for a Directive on improving and enforcing working conditions of trainees and combatting regular employment relationships disguised as traineeships ('Directive on traineeships')².

The Commission proposal was presented and its first examination by the delegations completed under the Belgian Presidency. Most delegations welcomed the proposal in principle and endorsed its aim, while stressing the need to ensure enough time for thorough examination, especially given its cross-cutting nature as well as its interconnections and overlaps with the Traineeships Directive.

II. THE COUNCIL'S WORK UNDER THE HUNGARIAN PRESIDENCY

Under the Hungarian Presidency, the Working Party on Social Questions met on two occasions: 3 October and 25 October. The Presidency proposed two compromise texts designed to take into account the delegation's concerns and preferences and help devise a common approach to the initiative.

Delegations generally welcomed the changes made to the text and insisted on discussing the initiative in conjunction with the Directive on Traineeships, given the complementary nature of the two proposals. The main changes introduced in the latest Presidency compromise text (14613/24) compared to the Commission proposal are outlined below.

² 2024/0068 (COD)

Scope

In response to delegations' feedback, the Presidency compromise text excludes from the scope of the Recommendation apprenticeships within the meaning of Council Recommendation on a European Framework for Quality and Effective Apprenticeships³ as well as traineeships that are part of curricula of formal education and training. Most delegations supported this approach. Some asked for exclusions to be made broader, e.g. by aligning the scope of the Recommendation with that of the Directive, while others argued that further narrowing the scope of the Recommendation would put into question the added value of the initiative.

Pay

The Presidency compromise text, inspired by the wording of Article 157 of the TFEU, replaces the term “pay” with “remuneration in cash or in kind”. This change responds to delegations' request for the use of a broad term which unequivocally covers non-monetary payments. In light of comments made by several delegations at the last Working Party meeting, further work may be needed to bring additional clarity to this issue, especially regarding the phrase “in cash or in kind”.

³ OJ C 153, 2.5.2018, p. 1

Written agreement

The Commission's proposal not only aims to extend to all trainees the list of information which needs to be provided to employees pursuant to Article 4 of Directive (EU) 2019/1152 on transparent and predictable working conditions, but goes beyond Directive (EU) 2019/1152 by recommending that such information is included in traineeship agreements. In response to delegations' feedback, the Presidency compromise text no longer recommends applying this list of information beyond the scope of the Directive, which already includes trainees with an employment contract or in an employment relationship. Although some delegations sought to further relax the rules on written agreements, the Presidency considered it important not to lower the level of ambition below that of the 2014 Recommendation which is to be replaced by this proposal.

Mentor and supervisor

At the request of several delegations, the Presidency compromise text clarifies in recital 27 that one person can perform both functions of mentor and supervisor.

Workers' representatives

In response to concerns from some delegations, the Presidency compromise text seeks to clarify that the role of worker's representatives in relation to trainees is to be interpreted in accordance with national law or practice.

III. CONCLUSIONS

The Hungarian Presidency advanced work on this initiative by proposing compromise solutions that respond to delegations' feedback, thereby paving the way towards finding an agreement. In line with the request expressed by most delegations, the Presidency has sought to ensure that work on the Recommendation is undertaken in parallel with that on the Directive on Traineeships so that the link between the two initiatives of the "Traineeships package" is maintained.

While tangible progress has been achieved, further technical discussions are necessary especially in view of a likely further evolution of the Directive and the need to maintain coherence and complementarity between the two initiatives.

Proposal for a

COUNCIL RECOMMENDATION

on a reinforced Quality Framework for Traineeships

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 292, in conjunction with Articles 153(1)(b), 165(4) and 166(4) thereof,

Having regard to the proposal from the European Commission,

Whereas:

- (1) In March 2014, the Council adopted the Recommendation on a Quality Framework for Traineeships ⁽⁴⁾ ('2014 Recommendation) to provide Union-wide quality standards for traineeships. It recommended 21 principles for traineeships to improve the quality of traineeships, in particular to ensure high quality learning and training content and adequate working conditions to support education-to-work transition and increase the employability of trainees. The 2014 Recommendation covers all traineeships except for those that are part of curricula of formal education and training and those regulated under national law and the completion of which is a mandatory requirement to access a specific profession.
- (2) The Council Recommendation on a European Framework for Quality and Effective Apprenticeships ⁽⁵⁾ contains 14 criteria for quality and effective apprenticeships aiming to ensure that apprenticeship schemes are responsive to labour market needs and provide benefits to both learners and employers. These include criteria for learning and working conditions and criteria for framework conditions.
- (3) The reinforced Youth Guarantee ⁽⁶⁾ aims at ensuring that young people under the age of 30 receive a good quality offer of employment, continued education, apprenticeship or traineeship within a period of four months of becoming unemployed or leaving education. The 2014 Recommendation has served as an important reference point to measure the quality of traineeships offers under the reinforced Youth Guarantee.

⁴ OJ C 88, 27.3.2014, p. 1. Available [online](#).

⁵ OJ C 417, 2.12.2020, p. 1–16.

⁶ OJ C 372, 4.11.2020, p. 1–9.

- (4) Facilitating the transition to quality employment is necessary for achieving the Union headline target of a 78% employment rate of the population aged 20-64 by 2030 ⁽⁷⁾.
- (5) Traineeships can help people gain practical and professional experience, improve their employability, and facilitate their transition into stable employment. As such, traineeships constitute an important pathway to the labour market. For employers, traineeships provide opportunities to attract, train and retain people. They can reduce the cost of searching for and recruiting skilled staff, when trainees are offered a stable position after their traineeship.
- (6) Labour shortages exist in many occupations and at all skills levels. They are expected to increase with the projected decline in the working age population and increasing demand for several occupations relevant for the green and digital transition. Increasing the labour market participation and up-and/or reskilling of people could contribute to alleviating these shortages. Quality traineeships can be a useful up- and/or reskilling pathway for persons of any age to acquire practical skills on the job to enter the labour market or to take their career in a new direction.
- (7) The Conference on the Future of Europe put forward a proposal on ensuring that young people's internships and jobs adhere to quality standards, including on remuneration, as well as banning through a legal instrument unpaid internships on the labour market and outside formal education ⁽⁸⁾.

⁷ One of the three EU-level social targets included in the [European Pillar of Social Rights Action Plan](#)

To be achieved by 2030.

⁸ Conference on the Future of Europe, Report on the final outcome – May 2022. Available [online](#).

- (8) The European Parliament adopted a resolution pursuant to Article 225 TFEU with recommendations to the Commission on quality traineeships in June 2023 ⁽⁹⁾. In its resolution, it called on the Commission “to update and strengthen the 2014 Recommendation and to turn it into a stronger legislative instrument”. It further called on the Commission to include additional principles in an updated quality framework for traineeships. Specifically, the European Parliament called for the Commission to “propose a directive on open labour market traineeships, traineeships in the context of active labour market policies and traineeships that are a mandatory part of professional training, in order to ensure minimum quality standards, including rules on the duration of the traineeships, access to social protection in accordance with national law and practice as well as pay that ensures a decent standard of living in order to avoid exploitative practices”.
- (9) The Commission carried out a two-stage consultation of social partners at Union level under Article 154 TFEU on the need, objectives and legal avenues for a potential action further improving the quality of traineeships. There was no agreement among the social partners to enter into negotiations with regard to those matters. It is, however, important to take action at Union level in this area by adapting the current framework on traineeships while taking into account the outcomes of the consultation of social partners.
- (10)

⁹ European Parliament resolution of 14 June 2023 with recommendations to the Commission on quality traineeships in the Union (2020/2005(INL)). Available [online](#).

- (11) Furthermore, in 2023, the Commission evaluated the 2014 Recommendation (¹⁰) and found that quality traineeships, which reflect the principles of that Recommendation, contribute to increasing young people’s employability. While the quality principles of the 2014 Recommendation were considered still relevant and of added value, the evaluation also concluded that the application of those principles and their monitoring and enforcement needed to be improved. It also found room for strengthening the framework, including on aspects related to remuneration and access to social protection. Furthermore, to ease the transition into stable employment, more emphasis on post-placement support could be provided by traineeship providers. It also found that employers could be better assisted through practical guidance and financial support as well as by linking such support to the application of the quality principles.
- (12) The evaluation also identified the need to ensure inclusiveness and improve access to traineeships for people in vulnerable situations. In particular, minorities, persons with disabilities, those residing in rural, remote and outermost regions, those with a disadvantaged socio-economic and/or migrant background, the Roma community, and those with lower educational attainment, face obstacles in accessing traineeship opportunities. Among other obstacles, a barrier for persons with disabilities to access traineeships is the lack of traineeship programmes adapted to their needs, for example catering for specific accessibility requirements.

¹⁰ Available [online](#).

- (13) The 2023 Eurobarometer survey (FL523) ⁽¹¹⁾ found that 55% of respondents having done a traineeship were paid or financially compensated, which is an increase from 40% in the 2013 Eurobarometer survey (FL378) ⁽¹²⁾. Furthermore, in 2023 33% of respondents answered that they had full (and 28% of respondents partial) access to social protection ⁽¹³⁾.
- (14) This Recommendation addresses the need to reinforce the quality framework for traineeships as identified by the evaluation ~~and by various stakeholders~~ mentioned above. It aims to improve the quality of traineeships, in particular as regards learning and training content and working conditions, with the aim of easing the transition from education, unemployment or inactivity to work.
- (15) For the purposes of this Recommendation, traineeships should be understood as defined in Directive [2024/0068 COD] and traineeship provider should be understood as the entity where the traineeship is undertaken.

¹¹ Available [online](#).

¹² Available [online](#).

¹³ The 2013 Eurobarometer survey asked about health insurance coverage (73% of respondents stated they were covered), but not about social protection coverage.

(15a) (new) Traineeships vary significantly among Member States. Notwithstanding other types of traineeships that may exist, the following four types of traineeships have been identified: open market traineeships, traineeships that are part of active labour market policies, traineeships that are part of curricula of formal education and training, and traineeships that are a mandatory requirement to access a certain profession. Open market traineeships are based on non-mandatory, bilateral agreements between a trainee and a traineeship provider (public/private/non-profit) without the involvement of a third party and without a formal connection to education or training. Traineeships as part of active labour market policies (ALMP) are offered to the inactive or unemployed or those at risk of becoming unemployed, with usually a public institution (often an employment service) acting as an intermediary between the traineeship provider and the trainee. Traineeships can also be work-based learning placements that are part of curricula of formal education and training (school, vocational or higher education and training). National law also regulates certain traineeships and can make their completion mandatory to access a specific profession (e.g., medicine, architecture).

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- (20) This Recommendation applies to all traineeships except traineeships that are part of curricula of formal education and training, and apprenticeships as set out in Council Recommendation on a European Framework for Quality and Effective Apprenticeships ⁽¹⁴⁾.
- (21)
- (22) The lack of fair remuneration and access to adequate social protection present barriers to equal access to traineeship opportunities. In the absence of an alternative source of income, groups in vulnerable situations tend to refrain from engaging in traineeships, in particular when remuneration is absent or low, or when additional costs are incurred, for example doing a traineeship in a different region or country.
- (23) Gaps in access to social protection can put the welfare and ~~(mental)~~ health of trainees at risk, contribute to their economic uncertainty, precariousness and risk of poverty. This risk is especially high for trainees from socio-economically disadvantaged groups and/or in other vulnerable situations. Trainees may face barriers in accessing social rights and benefits notably due to their short contributory history. Furthermore, most social protection schemes (with the exception of healthcare benefits) require an employment status, which excludes trainees who are not considered workers.
- (24) A prolonged duration or accumulation of multiple traineeships can also be indicative of fraudulent use of traineeships in which an employment relationship is disguised as a traineeship without an employment relationship.

¹⁴ OJ C 417, 2.12.2020, p. 1–16.

- (25) A prolonged duration of a traineeship could be warranted if justified by the nature and purpose of the specific type of traineeship. Examples of exceptions could be traineeships whose completion is a mandatory requirement to access a specific profession, where the trajectory to acquire the necessary knowledge, competences and experience warrants a longer traineeship experience. Certain traineeships that are part of active labour market policies aimed at the integration of persons in a vulnerable situation could also benefit from a longer duration.
- (26) Repeated traineeships, and practices aimed at replacing jobs with employment relationships disguised as traineeships, could be induced by traineeship providers requesting previous experience in the same or similar field of activity in vacancy notices. The overall duration of traineeships is sometimes also prolonged through repeated, including consecutive, traineeships with the same employer. Such practices may be another indication of an employment relationship disguised as traineeship. However, there may be objective grounds based on which traineeship providers may require previous work experience from (candidate) trainees. Such instances could entail an equivalent period of previous work experiences being an alternative to having a degree in a certain field of activity or expertise. A trajectory to access a specific profession may also warrant having previous work experience before embarking in a more specialised traineeship.
- (27) The evaluation highlighted the need to strengthen the support to trainees during the traineeship through appropriate mentorship. Therefore, the role of the supervisor should be complemented with a mentor, whose role would encompass advising, coaching and supporting the trainee with a view on personal development as well as integration into the work environment, wherever possible considering the organisational needs and size of the traineeship provider. Traineeship providers may decide to merge the functions of the supervisor and mentor.

- (28) Since the COVID-19 pandemic, the prevalence of remote and hybrid working arrangements has increased. To ensure the quality and accessibility of remote and hybrid traineeships, adaptations to the increased practice of telework are needed in terms of appropriate working environment (including equipment) and work organisation. The latter comprises guidance, mentorship, and tasks suited for a remote and hybrid way of working.
- (29) To increase the transparency of information on a traineeship opportunity, traineeship providers should be encouraged to include information on the terms and conditions of the traineeship, in particular on the level of remuneration, working conditions, the coverage of social protection, including health and accident insurance, the expected tasks and learning and training component in the vacancy notices and advertisements for traineeships possibly by including a link to a website containing this information therein.
- (30) Traineeship providers should be encouraged to provide information on recruitment policies to trainees, in particular on the share of trainees recruited. This is calculated by dividing the number of trainees that were hired (following the completion of the traineeship) to fill a stable employment position by the total number of trainees at the same establishment in the same year.
- (31) Employment services and other providers of career guidance should be encouraged to apply the same transparency requirements as traineeship providers when providing information on traineeship opportunities. It is however acknowledged that employment services and other providers of career guidance may not be aware of all the information elements listed under the transparency requirements and may be dependent on the traineeship providers' willingness to share such information.

- (32) To ensure equal access for groups in vulnerable situations, strengthened outreach to such groups is needed, such as through targeted communication and awareness-raising strategies. To ensure the effectiveness of such outreach strategies, it is key to involve relevant stakeholders such as employment services and education and training institutions and to tailor the communication and information tools used to reach the widest range of people possible, including those with certain disabilities (e.g. adapted and easy to read websites).
- (33) To ensure the application of the Recommendation, support to employers needs to be strengthened for example through practical guidance or financial support, the latter of which could depend on the condition that the traineeships offered adhere to the quality principles of this Recommendation.
- (34) Cross-border traineeships can be particularly valuable as trainees may learn another language, are exposed to a new environment or culture and can thus acquire relevant transversal skills. There are indications that cross-border mobility of trainees has increased ⁽¹⁵⁾, yet young people still face difficulties in accessing cross-border traineeships due to a lack of financial means and the unavailability of relevant (and sufficient) information. More concrete and practical information on cross-border traineeships, such as on EURES, is needed to improve accessibility.

¹⁵ As shown by the prevalence of cross-border traineeships: an increase from 9% in 2014 to 19% in 2022 according to the evaluation of the 2014 Council Recommendation, supported by the results of the 2023 Eurobarometer survey (FL523) with 21% of respondents having done at least one traineeship in another EU country.

- (35) Channels to report malpractice and poor working conditions can support trainees in enforcing their labour rights. Existing channels can be used for that purpose. In addition, allowing trainees to have their rights defended by workers' representations would strengthen their position.
- (36) Member States' programmes promoting and offering quality traineeships can be financially supported by the European Funds. The European Social Fund Plus (ESF+) established by Regulation (EU) 2021/1057 ⁽¹⁶⁾, the Recovery and Resilience Facility (RRF) established by Regulation (EU) 2021/241 ⁽¹⁷⁾ for eligible reforms and investments foreseen in Member States' recovery and resilience plans for delivery during the Facility's lifetime until the end of 2026, the Just Transition Fund established by Regulation (EU) 2021/1056 ⁽¹⁸⁾ and the Technical Support Instrument (TSI) established by Regulation (EU) 2021/240 ⁽¹⁹⁾, could support Member States' implementation of the Recommendation.
- (37) To ensure consistent approaches among Member States, the Commission has proposed a directive [2024/0068 COD] which lays down a common framework of principles and measures to [improve and enforce the working conditions of trainees and to combat regular employment relationships disguised as traineeships].
- (38) As far as information to be provided to trainees in the written traineeship agreement is concerned, trainees who are workers are entitled to the minimum requirements on information duties as set out in Directive (EU) 2019/1152 of the European Parliament and of the Council ⁽²⁰⁾. Insofar not covered by this directive, the elements in this recommendation should be taken into account in addition to those minimum requirements for trainees who are workers.

¹⁶ OJ L 231, 30.6.2021, p. 21–59.

¹⁷ OJ L 57, 18.2.2021, p. 17–75.

¹⁸ OJ L 231, 30.6.2021, p. 1–20.

¹⁹ OJ L 57, 18.2.2021, p. 1–16.

²⁰ OJ L 186, 11.7.2019, p. 105–121.

- (39) This Recommendation should not constitute valid grounds for reducing the general level of protection afforded to trainees covered by this Recommendation.
- (40) When following this Recommendation, Member States are therefore invited to should assess the impact of their policies or reforms on SMEs in order to make sure that SMEs are not disproportionately affected, with specific attention be paid to micro-enterprises and the administrative burden, and to publish the results of such assessments.
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HAS ADOPTED THIS RECOMMENDATION

Objective and scope

1. This Recommendation aims to improve the quality of traineeships, in particular as regards learning and training content and working conditions, with the aim of easing the transition from education, unemployment or inactivity to work.
2. This Recommendation covers all trainees, regardless of their employment status.
- 2a (new) This Recommendation does not apply to apprenticeships within the meaning of Council Recommendation on a European Framework for Quality and Effective Apprenticeships ⁽²¹⁾ and traineeships that are part of curricula of formal education and training.

HEREBY RECOMMENDS THAT MEMBER STATES:

Quality principles

Written agreement

3. ensure that traineeships are based on a written agreement concluded at the beginning of the traineeship between the trainee and the traineeship provider.

²¹ OJ C 153, 2.5.2018, p. 1

4. Without prejudice to Article 4 of Directive (EU) 2019/1152, ensure that the written agreement indicates the relevant information elements of the traineeship with relation to the learning and training component, including its objectives, the working conditions, the tasks to be carried out, the arrangements for mentorship, supervision and evaluation, details on social protection coverage, including with regards to coverage for sickness and healthcare as well as for accidents at work and occupational diseases, the rights and obligations of the parties under applicable Union and national law, collective agreements and practice, and, where relevant, the traineeship provider's policies on confidentiality and the ownership of intellectual property rights.

Learning and working conditions

5. where relevant, ensure that trainees are consulted when setting the specific learning and training objectives of the traineeship in order to help trainees acquire practical and professional experience and relevant skills. The tasks assigned to the trainee should enable these objectives to be attained.
6. ensure that trainees are fairly remunerated whether in cash or in kind, taking into account national law or practice and elements such as the trainee's tasks and responsibilities, the intensity of the trainee's work, and the weight of the learning and training component.
7. ensure, through effective monitoring and enforcement, that the rights and working conditions of trainees under applicable Union and national law are respected, including health and safety legislation, limits to maximum weekly working time, minimum daily and weekly rest periods and, where applicable, minimum holiday entitlements.

8. ensure that traineeship providers designate a supervisor for guiding the trainee through the assigned tasks, overseeing the activities carried out by the trainee and monitoring and assessing their progress.
9. ensure that traineeship providers designate a mentor to the trainee, to provide coaching and support, wherever possible considering the organisational needs and size of the traineeship provider.
10. ensure that traineeship providers provide an appropriate, safe and healthy working environment, where relevant including equipment and work organisation in the case of remote and hybrid traineeships.
11. ensure a reasonable duration of traineeships that does not exceed six months, except in cases where a longer duration is justified by objective grounds and taking into account national practices. In the event of repeated, including consecutive, traineeships with the same traineeship provider, ensure that the overall duration of those traineeships does not exceed six months, except in cases where a longer duration is justified by objective grounds.
12. clarify the circumstances and conditions under which a traineeship may be extended or renewed after the end of the initial traineeship.
13. ensure that employers do not require candidates for traineeships to have previous work experience in the field of activity, except in cases where such requirement is justified by objective grounds.

14. ensure the practice of specifying in the traineeship agreement that either the trainee, the traineeship provider may terminate it in writing, providing advance notice of an appropriate duration in view of the length of the traineeship and relevant national practice.
15. ensure, in cooperation with competent authorities, that channels are in place for trainees to report malpractice and poor working conditions and provide information on those channels.

Social protection

16. ensure in line with national legislation, and taking into account, where applicable, the Council Recommendation of 8 November 2019 ⁽²²⁾ that trainees have access to adequate social protection:-

Proper recognition of traineeships

17. promote the recognition and validation of the knowledge, skills and competences acquired during traineeships and encourage traineeship providers to attest them, on the basis of an assessment, through a certificate, where appropriate, and if possible in a digital format.

Transparency requirements

18. encourage traineeship providers to include in their vacancy notices and advertisements information on the terms and conditions of the traineeship, in particular on the level of remuneration, working conditions, the coverage of social protection, including health and accident insurance, the expected tasks and learning and training component.

²² Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed (OJ C 387, 15.11.2019, p. 1).

19. encourage traineeship providers to give information to trainees on recruitment policies, including the share of trainees recruited in recent years.
20. encourage employment services and other providers of career guidance, when providing information on traineeships, to apply the transparency requirements as listed in point 18.

Inclusive traineeships

21. improve outreach to potential trainees belonging to groups in vulnerable situations, including by raising awareness of the benefits of quality traineeships in terms of increased employability.
22. ensure equal treatment and non-discrimination in traineeships, including in selection criteria and recruitment policies, and improve access to traineeship opportunities for all potential applicants, in particular those from groups in vulnerable situations.
23. ensure that traineeship providers use gender neutral and inclusive language in their vacancy notices and advertisements.
24. ensure that traineeship programmes, including workplaces, trainings, digital tools, office and work equipment, are adapted to the individual needs of trainees where relevant, in particular for trainees with disabilities, also through the provision of appropriate reasonable accommodation in line with Article 5 of Council Directive 2000/78/EC.

Cross-border traineeships

25. facilitate the cross-border mobility of trainees in the Union, *inter alia*, by clarifying the national legal framework applicable to traineeships and establishing clear rules on hosting trainees from and sending trainees to other Member States and by reducing administrative formalities.
26. make use of the EURES network to support cross-border mobility of trainees and exchange information on paid traineeships through the EURES portal, in accordance with the corresponding provisions of Regulation (EU) 2016/589 of the European Parliament and of the Council ⁽²³⁾.
27. further develop practical guidance material and information for (potential) trainees on cross-border traineeships through EURES, including in formats that are accessible to persons with different types of disabilities.
- 28.
29. encourage applying the principles of this Recommendation, where applicable, in traineeship mobility agreements between sending organisations in the European Union and hosting organisations outside the Union.

²³ Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013 (OJ L 107, 22.4.2016, p. 1.). [Available online](#).

Additional traineeship support

30. encourage traineeship providers or intermediary organisations, such as employment services, to provide career guidance support during the traineeship, such as career counselling and networking opportunities, to facilitate the transition to stable employment after the traineeship.

Framework conditions

31. ensure the active involvement of social partners in applying this Recommendation.
32. promote the active involvement of employment services, education and training institutions, training providers and other relevant stakeholders in applying this Recommendation.
33. ensure that workers' representatives may engage in accordance with national law or practice in any relevant judicial or administrative procedure to enforce any of the rights and obligations arising from applicable national law and may act, where admissible pursuant to national law or practice, on behalf or in support of one or several trainees in the case of an infringement of any right or obligation arising from applicable national law, with the trainees' approval.

Implementation at national level

Bringing into effect the reinforced Quality Framework for Traineeships

34. take appropriate measures to give effect to this Recommendation as soon as possible and provide information to the Commission on the measures taken in accordance with this Recommendation by [date of adoption + 24 months].
35. envisage financial ~~and~~/or non-financial support such as practical guidance to traineeship providers particularly for reaching out to groups in a vulnerable situation and for micro-, small and medium-sized companies, in giving effect to this Recommendation.

Support to increase trainees' employability

36. offer incentives to traineeship providers for offering trainees a stable employment after the successful completion of a traineeship.
37. make use of the relevant Union funds and instruments for increasing the number of quality traineeships which follow the guidance outlined in this Recommendation.

Follow-up

38. jointly with the Commission, work on the collection of data on traineeships, with a particular view to informing policy making on quality traineeships.
39. (new) This Recommendation replaces the Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships.

ACKNOWLEDGES THE COMMISSION'S INTENTION TO:

40. (new) foster close cooperation with Member States, social partners and other stakeholders with a view to swiftly bring this Recommendation into effect.
41. (new) work with Member States, social partners, employment services, youth and trainee organisations, education and training institutions and other stakeholders to promote this Recommendation, including through awareness-raising on the quality principles and benefits of traineeships for young people and traineeship providers.
42. (new) encourage and support the implementation of this Recommendation, including through facilitating the exchange of best practices among Member States and among stakeholders through existing networks, including skills partnerships under the Pact for Skills.
43. (new) support the implementation of this Recommendation through relevant Union funding, in accordance with the relevant legal frameworks, to increase the number of quality traineeships.
44. (new) work jointly with Member States on the collection of a limited set of data on traineeships, with a particular view to monitoring the progress in giving effect to this Recommendation while being mindful of unnecessary reporting burden.

45. (new) continue monitoring in cooperation with the Member States and with the support of the Employment Committee, the progress in giving effect to the reinforced Quality Framework for Traineeships, building on the existing monitoring instruments used in the framework of the European Semester.
46. (new) report to the Council on the progress in giving effect to this Recommendation based on information provided by Member States within [three years] from the date of its adoption.

[deleted]

Done at Brussels,

For the Council
The President
